

# RE NEWS

THE OFFICIAL MAGAZINE OF KENYA  
REINSURANCE CORPORATION LTD.

ISSUE 2 • 2017



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# Kenya Re Retakaful

## إمادة التكاful

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NEWS  
THE OFFICIAL MAGAZINE OF KENYA  
REINSURANCE CORPORATION LTD  
ISSUE 1 • 2017



## From the Managing Director

Mr. Jadhah Mwarania, OGW  
Managing Director

We are halfway through the year already and we have a lot to be grateful for.

We have made huge strides over the last three months. Kenya Re successfully hosted the first ever Takaful and Retakaful conference on 27<sup>th</sup> March 2017 in Nairobi that brought together insurance industry players from Kenya and overseas with the aim of spreading the Takaful and Retakaful business in Africa. The conference themed “**Synergy of Takaful & Retakaful to Create Awareness**” focussed on addressing the protection needs of Muslims and preserve religious beliefs simultaneously.

In the midst of a competitive and dynamic reinsurance business environment in Africa, Middle East and Asia and business environment, Kenya Re managed to achieve positive financial growth. During our investor briefing on 31<sup>st</sup> March 2017, we announced a Kshs. 4.2 billion profit before tax for the year 2016. The gross written premium grew from Kshs. 13.2 billion during the period compared to Kshs. 13.0 billion in 2015. The net earned premiums grew by 6% from Kshs. 12 billion in the year 2015 to Kshs. 12.6 billion in 2016. The group’s asset base increased by 7% to Kshs. 38.4 billion from Kshs. 35.9 billion in 2015. The investment income also grew from Kshs 3.04 billion to Kshs. 3.08 billion. Net claims dropped by 6% from Kshs. 7.1 billion in 2015 to Kshs. 6.6 billion in 2016.

The profit realized last year was made possible through continuous review and implementation of our corporate strategy and continued support from our customers. Based on the learnings received from the 2016 full year financial results, we look forward to better results this year.

I would also like to highlight that this year’s golf tournament held on 19<sup>th</sup> May was a great success. It was a great turn out with 200 golf participants from Kenya Re, industry players and partners who contended for the various corporate golf prizes.

We are still very much involved in our CSR activities. We recently planted 1000 tree seedlings in Kibiko Secondary school together with members of the Board, Kenya Re management and staff. This year, we are now moving the **Niko Fiti - Ability Beyond Disability** campaign to the next level.

This quarter we intend to roll Niko Fiti partnerships with key secondary schools as well as continue with the distribution of assistive devices across the country. We shall continue to fulfil our mandate as a Corporation and endeavour to impact more lives in the days to come.

Kenya Re is committed to constantly reinvent ourselves to meet stakeholders and market requirements for purposes of achieving sustainable growth and profitability in years to come. We will continuously endeavour to seek to provide unique service offerings to our customers.





**Gladys Some-Mwangi**  
Manager Corporate Affairs

## ARE YOU A GOOD FINANCIAL PLANNER?

It is midyear already and this is a good time to look back and appreciate our wins as well as the learnings received from the activities undertaken by the Corporation so far. Just to highlight one event, we recently announced positive financial results for the 2016 financial year. This was made possible through the support received by our clients and the continuous efforts to review and implement our Corporate Strategy.

We also need to take a step back and reflect on the significance of good financial planning and the impact it

## From the Editor

has in our day to day life. Having a solid financial plan enables an individual to have greater confidence of where they are going in life, it reduces stress levels thus making life more enjoyable and helps one gain control and peace of mind through knowing whether you are on the right track for the future you want for yourself and your family.

When setting up a good financial plan, it's important to factor in the following: Identify your short term and long term goals, work out what assets and liabilities you have, evaluate your current financial position and develop a strategy that will guide you to achieve your objectives. Once you have implemented your plan, you need to keep monitoring and reviewing it at least yearly and make adjustments when required.

We look forward to the next investor briefing in August and we are hopeful that all our hard work put in place will bear fruits.

We have quite a number of stories lined up you. Join us in this issue as we give you the highlights of the events steered by Kenya Re such as the Annual General Meeting (AGM), Retakaful conference, Kenya Re Golf tournament, tree planting exercises among others. Therefore, as you plan your financial accounts accordingly, we at Kenya Re wish you a profitable quarter.

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## PUBLIC SERVICE INNOVATION



## KENYA RE PARTICIPATES IN AFRICA PUBLIC SERVICE DAY

By Sylvia Karimi

The Africa Public Service Day is a day set aside for State Corporations and Agencies to be recognised for their valuable contribution to their respective countries in diverse ways. This year the event was marked on 15-16th June 2017 at the Kenya International Conference Centre (KICC).

Public Service innovation is increasingly a key determinant in the public sector in the wake of the growing need for organizations to maintain relevance, enhance ease of business as well as address various emerging trends that are considered best practice within the private sector.

Kenya Re showcased two innovations during the two day event that included an exhibition open to the public. The first innovation was Retakaful, a unique product offering by Kenya Re targeted to the Islamic faithful who have Takaful Insurance covers. Niko Fiti- ability beyond disability, Kenya Re's flagship CSR was also presented as an innovative CSR that addresses the needs of people living with disability.

Speaking during his visit to the Kenya Re booth, the Director General of the Kenya School of Government, Dr. Ludeki Chweya lauded the innovation efforts by the corporation. He termed both innovations as engaging and developed in a bid to address issues of the marginalized in society; thus the corporation had reacted to the society gaps and innovated in order to meet those needs.

The exhibition ended with the selection of award winning innovations that were presented in the continent's Africa Public Service Day that was held in Kigali, Rwanda. Two Kenyan innovations went ahead to clinch awards at the event, they include: MPost innovation by the Postal Corporation of Kenya and Ajira Digital by the Ministry of Information Communication and Technology.

So what how can we view innovation as staff of Kenya Re? We need to embrace innovation as part of the work process and not just an element to be fulfilled within our Corporate Balance Scorecard. We need to actively seek for ways that we can meet needs that are obvious but have not been addressed either due to failure to explore possibilities or giving up after a few attempts.

Great innovators who are remembered globally up to date for their innovations years later include; the Wright brothers (airplane), Thomas Edison (light bulb), Alexander Graham Bell (telephone), Bill Gates (Microsoft), Steve Jobs (Apple), Jeff Bezos (Amazon), Larry Page (Google) and more recently Mark Zuckerberg of the Facebook fame. The above mentioned giants are no different from you and me, they all saw a need and took time- some of them years to find a lasting solution and for that effort they were greatly rewarded.

\*Next time we look at different roles and responsibilities in innovation.





# Kenya Re hosts First Takaful and Retakaful Conference in Kenya

By Andrew Ongicha

In an effort to create awareness & establish Takaful and Retakaful in Kenya and Africa, Kenya Re held the first ever Retakaful conference on 27<sup>th</sup> March at the Stanley Hotel. Kenya Re partnered with The International Centre for Education in Islamic Finance (INCEIF) of Malaysia and Alhuda Centre of Islamic Banking and Economics of Pakistan to arrange the conference and make it successful.

The two day conference themed **“Synergy of Takaful and Retakaful to create awareness”** was attended by the President and CEO of INCEIF, Mr. Daud Vicary, CEO of AlHuda Centre of Islamic Banking & Economics, Mr. Muhammad Zubair, CEO of Takaful Insurance of Africa, Mr. Hassan Bashir as well as Insurance industry players and delegates in Kenya and overseas markets.



General Manager Reinsurance, Beth Nyaga giving close remarks during the conference



Kenya Re team, Gladys Some- Mwangi, Bilal Laving & Munyao Kathitu pose with Sharia Board member, Dr.Mohamed Mohamoud.



Kenya Re Manager Claims, Elizabeth Omondi (left) shares a word with fellow delegates during the conference.

The event was aimed at providing insights on the Takaful framework in Africa and how Retakaful plays a role in increasing Takaful market share. It also addressed the difference between conventional insurance and Takaful and how it can be marketed to non-Muslims.

Speaking during the conference, Kenya Re’s Managing Director, Mr. Jadhiah Mwarania said that Kenya Re was honored to be hosting the conference.

“We are very happy to be front runners in the bustle of activities that we see taking shape in establishing

Takaful and Retakaful in Kenya and Africa. We saw a business opportunity and more importantly we saw a vehicle of fulfilling economic, social and religious needs of Muslims and non-Muslims who found the Takaful products acceptable,” said Mr. Mwarania.

Prior to officially opening the conference, he added that Kenya Re aims to provide world class Shariah compliant Retakaful service to its clients. He added that the Corporation offers Retakaful support for proportional and non-proportional treaties as well as facultative reinsurances in Africa, Middle East and Asia.



Delegates take group photo during the conference.



Kenya Re Shariah Board during the Takaful and Retakaful Conference



# MAIN STORY



## KENYA RE HOLDS 19<sup>TH</sup> ANNUAL GENERAL MEETING

By Sylvia Karimi

On 16th June 2017, the Bomas of Kenya played host to Kenya Re's biggest event in the financial calendar – The 19th Annual General Meeting. The event was well branded in Kenya Re merchandise, setting the mood for all that walked in that it was a Kenya Re event. Shareholders were received and ushered in to the event by some of Kenya Re staff who were ushers for the day and had their details verified by staff of Image Registrars for processing of a laptop bag and a gift voucher.

The event provided an opportunity for Kenya Re to meet with all their shareholders and stakeholders to give insights on the Corporation's performance, financial position, and an update on the business operations.

Shareholders also got an opportunity to address their questions to the Chairman and Managing Director regarding the future of Kenya Re. The ceremony commenced with opening remarks from Ms. Gladys Some - Mwangi who introduced Kenya Re's Managing Director, Mr. Jadhiah Mwarania to give his remarks.

Mr. Mwarania thanked the shareholders for taking time out of their day to attend the AGM. He highlighted the 2016 financial results and the challenges the Corporation faced as well as the counter- strategy to these challenges.

"The Corporation has developed a comprehensive five year strategic plan for the period 2017-2021 that is anchored on five strategic pillars. These are: financial



(Centre) Kenya Reinsurance Corporation Ltd, Managing Director, Mr. Jadhiah Mwarania having an interactive session with Kenya Re shareholders (Right) Mr. Josephat Mutuku and (Left) Ms. Bettie Narangwi while reviewing the 2016 Annual report and group financial statements.

performance, business development, risk management as well as people and culture. In line with this strategy too, our vision and mission statements have changed and for the first time since the existence of the Corporation, we now have a statement of purpose," Mwarania added.

The Managing Director thereafter introduced the Chairman of Kenya Re, Mr. David Kemei who in turn introduced the board of directors to the shareholders and took charge of the meeting reviewing each and every agenda. He thereafter gave some of the shareholders the opportunity to ask members of the board any questions and the board answered these questions by giving supportive and sufficient information to the queries raised.

During every AGM, shareholders are given the chance to vote by participating in a free and fair election of the Board of Directors. The 19th AGM would be no different. Shareholders were provided with papers and guided on how to vote. The voting process was conducted by Image Registrars Limited and went on smoothly.

The AGM came to a close with a vote of thanks from Kenya Re General Manager, Property and Administration, Mr. Michael Mbeshi who also closed



Shareholders register during the Kenya Re AGM

with a word of prayer. After the closing prayer, the shareholders were wished journey mercies and it was time for the shareholders to interact with the board of directors and the Kenya Re fraternity as a whole.

The election results were tallied and members of the board of directors Chairman, Mr. David Kibet Kemei, Mr. Maina Mukoma and Mr. Chiboli Induli Shakaba getting re-elected back to the board for a further three year term.



A group photo of the 2017 AGM ushers comprising of Kenya Re staff.



# INVEST- MENT



## KENYA RE LEADS LISTED INSURERS IN FRANCHISE VALUE

By Edwin Kamami

Cytonn Investments is an alternative investment manager with presence in East Africa, Finland and the US. Cytonn Investments provides investors with exposure to the high growth East Africa region; their key investors include global and local institutional investors, individual high net-worth investors and the diaspora.

In a report Cytonn Investments released in early May 2017, they ranked the Kenya Reinsurance Corporation as the leading listed company in Franchise value from a financial health and intrinsic value perspective. The report attributes Kenya Re's sterling performance to a low combined ratio as well as high solvency ratio which is an indication of better capacity to generate profits from its core business. A combined ratio is achieved after calculating the sum of incurred losses and expenses then dividing them by earned premium. The ratio is typically expressed as a percentage. A ratio below 100% indicates that the company is making underwriting profit while a ratio above 100% means that it is paying out more money in claims that it is receiving from premiums.

In our case, Kenya Re attained a ratio below 100% which means that the Corporation is making an underwriting profit. Solvency ratio on the other hand, is a key metric used to measure an enterprise's ability to meet its debt and other obligations. The solvency ratio indicates whether a company's cash flow is sufficient to meet its short-term and long-term liabilities. The lower a company's solvency ratio, the greater the probability that it will default on its debt obligations and vice-versa. The recognition of Kenya Re's high solvency ratio therefore means that the Corporation has great financial health to continue staying afloat through meeting all its debt obligations and paying off claims.

The analysis covered the health and future expected performance of the financial institution, by highlighting their performance using metrics to measure Profitability, efficiency, diversification, risk appetite and solvency. The report stated that the ranking was based on a weighted average ranking of Franchise value\* (40%) and Intrinsic value\* (60%). The report is based on the industry's financial performance for 2016.

The report shows that CIC Group dropped from top position in 2015 to rank fourth. Cytonn attributed this to poor return on average tangible equity, low levels of diversification and lower ability to absorb sudden large shocks owing to a high ratio of claims to shareholder's funds.

Sanlam Kenya ranked last as a result of poor return on tangible equity, low solvency ratio, low underwriting leverage and high claims to shareholder's funds.

On potential total return, Liberty Holdings and Britam Holdings held the first and second positions with total potential returns of 21.3 per cent and 20.8 per cent, respectively. Sanlam Kenya registered the lowest total potential return, with a potential downside of 14.9 per cent.

Cytonn Investments added in the report, that the franchise score measured the broad and comprehensive business strength of the company and the intrinsic score measured the total return potential. Cytonn Investments further added that the analysis of the report was brought about by a need to be able to offer investors, especially the global investor, a future growth opportunity perspective.

In the backdrop of a stable and growing economy in Kenya, the insurance sector in Kenya is said to have realized significant growth over the years to become an integral part and player in the financial services sector in Kenya contributing to 6.2 percent to Kenya's GDP from a 3.5 percent contribution 10-years ago. Some of the factors that the Kenyan insurance sector has benefited from included convenience and efficiency through insurance firms adopting alternative channels for both products distribution and premium collection such as Bancassurance and improved agency networks, advancement in technology and innovation making it possible to make premium payments through mobile phones.

The insurance business in Kenya is profitable, but it is not necessarily easy. Kenya represents one of Africa's

most well-developed and best-regulated insurance markets, with formidable historic growth and even better near-term prospects, but it is fragmented and competition is tough. There are increasing regulatory capital requirements on the horizon, and there is growing scope for consolidation.

Foreign and local capital is likely to continue to flow into the sector, lured not only by the great domestic potential – access to financial services is still modest – but also by the chance to expand into the sizeable regional market. Currently, according to the Association of Kenyan Insurers (AKI), Kenya represents 70% of the East African insurance market, which also includes Tanzania, Uganda, Rwanda and Burundi.

In recent years, insurance penetration and accessibility have been improving steadily in Kenya. The middle class is growing, more Kenyans have disposable income and there is potential for new demand for insurance. There is rapid urbanisation, giant infrastructure projects, new energy schemes and growing industry. Devolution is already spurring a burst of activity in previously marginalised areas, and underwriters and brokers will need to move away from overconcentration on traditional areas, such as Nairobi, Mombasa and Kisumu.

A number of major infrastructure plans have created investment opportunities in insurance. Some of the main ventures include, the Lamu Transport Corridor project and the- now completed Standard Gauge Railway (SGR) project.

Indeed Kenya Re's outstanding recognition in the Cytonn Investments report goes a long way in showing the thriving team spirit amongst all staff in the Corporation in working together to meet set organizational goals and targets. Let this be a stepping stone for more recognition going forward. Onwards and upwards Kenya Re team!





# LET'S PLAY GOLF

By Andrew Ongicha

Golf is a sport loved and played by many Kenyans because of their passion for the sports. It is a great way to connect with various people in business and other professionals from different careers. On 19<sup>th</sup> May 2017, the Corporation held its bi-annual golf tournament at the prestigious Karen Country Club. The club is rated number 4 among the top 10 golf courses in Kenya, and has also hosted some renowned international golfers and events.

The event was designed to bring together Kenya Re's stakeholders in an effort to foster positive relations. The well attended social event attracted 200 golf participants from Kenya Re, industry players and partners who contended for the various corporate golf prizes.

The weather was unpredictable throughout the day

turning from sunny to gloomy but that did not deter the avid golfers from getting on the course. The social event aimed at creating a forum to exchange contacts, make new friends and acquaintances.

Francis Wahome registered 42 points to emerge the overall winner of the golf tournament. He appreciated Kenya Re for their efforts in sponsoring the bi-annual golf tournament adding that it is rare for Corporates to hold tournaments due to the current economic conditions facing the country. He also commended Karen Country club for their hospitality and having the best improved course.

Kenya Re, Managing Director, Mr. Jadhiah Mwarania applauded the players' performance requesting them to replicate the dedication and drive within their respective workplaces.



Players prepare to tee off during the Kenya Re Golf Tournament.



Kenya Reinsurance Corporation Ltd, General Manager, Property & Administration, Mr. Michael Mbeshi (Right) presenting the Insurance Industry Winner award to Mr. Eric Rugo (Left) during the Kenya Re golf tournament held at Karen Country Club



Mr. Jadhiah Mwarania, Managing Director, Kenya Reinsurance Corporation Ltd (Right) presenting the overall winner award to Mr. Francis Wahome (Left) during the Kenya Re golf tournament held at Karen Country Club



Kenya Reinsurance Corporation Limited, Corporate Affairs Manager, Gladys Some – Mwangi (Right) presenting the nearest to the pin award to Mr. H.S Jutley (Left) during the Kenya Re golf tournament held at Karen Country Club

“As a Corporation, we strive to fulfill our mandate in order to achieve our objective of increasing the wealth of the shareholders. We have put in place various strategies to address all the perspectives of the business such as financial growth, business development, risk management, internal processes as well as taking care of our personnel,” said Mr. Mwarania.

The Managing Director also celebrated the recently released report by Cytonn Investment that ranked Kenya Re as the most attractive reinsurance in Kenya from a financial and intrinsic health perspective.

The golf tournament came to an end with an exquisite dinner after the prize giving ceremony and a toast to great sportsmanship displayed.



A golfer in action during the Kenya Re Golf tournament.





## POWER OF FOCUS

By Samuel Ruugia

How many times have you heard about the word “Focus”? You may have heard it when may be someone requires your attention or wants to draw your attention towards a subject. Technically this word is a matter of life and death. Your focus leads to your feelings which leads to your quality of life.

Self-demise starts from within. People usually embrace their demise internally before they can breathe their last. Some of us accepted their demise quite early in life and roam the planet virtually dead before we can breathe our last. We can never remain at the same point, we are either growing or sliding. To put you into perspective, deposit KES 100,000 into a current account that earns no interest and keep it for 6 months. The value of that money will be totally different as your money will be hit by inflation, if anything you

will be having less than you deposited. Every choice and action that we take builds or destroys us. By not doing anything means you are dying, there is nothing like status quo as far as personality or any other aspect of our lives is concerned.

You have heard or read, despise the immense mass of water surrounding a boat, it does not sink it, however it lets in a few gallons of water into the boat and that will be the end of your boat ride if not you and the boat.

This is so true with us, it is not what happens around us but what happens inside us that count. You may object and say it is our environments that shapes us. Unfortunately this is one misleading social fact that has no scientific bearing. How do you explain a kid who grows to become a tee-to-Toller from a homestead and a village of drunkards? Story of grass to grace?

Or those that grow up to be clowns and yet they have been brought up in an environment of abundance and stable families.

It all comes down to “Focus”. What you focus on creates your internal feelings and emotions and hence your life. In turn your quality of life can only be measured by how you feel at a given point. It is a little bit tricky to figure out the power of focus from the world we live in. look at the following statements that can be found in all sources of wisdom;

- i. As a man thinketh so is he.
- ii. If you are passionate enough, you can achieve it.
- iii. Where there is a will there is a way.
- iv. If you can conceive it you can achieve it.
- v. A man is as good as his philosophy.

- vi. Change your life by renewing your thinking.
- vii. Forgiveness is for you and not for your offender.
- viii. Don't let what is happening around you define you but refine you.
- ix. If you think you are right or wrong, you are right.
- x. Where there is preparedness there is no fear.

Worrying is like a rocking chair, it gives you something to do but takes you nowhere.

The list can be endless. How do you achieve the above? By now you should be having a Dejavu moment figuring out where focus falls into the puzzle. There are usually two main human motivators FEAR and DESIRE. Focus is the inception of your next destination. What you focus on generates all the necessary emotions that you require to propel or explode yourself. Your brain surprisingly does not differentiate between imagination and reality when sending emotions to our bodies. We are usually the greatest tormentors of ourselves, constantly imagining all the bad things and constantly subjecting our bodies into all the negativity generated forth. Whether you are experiencing a situation or imagining it, your brain will send either negative or positive emotions into your body with enough intensity to polarize you accordingly. That's why you cry in your sleep when all you are having is only a dream and not reality.

It is true in every situation good or bad you can choose how to react and feel. Those who have mastered how to run their brains do so by changing what they focus on. One person who may have gone through a rough relationship may opt never to be in a relationship ever again due to their experience focusing on the pain they went through. Another individual would focus on the lessons learnt, what to do and not what to and they would be looking forward to another relationship to refine themselves further practicing what they learnt.

What we focus on generates emotions; good or bad that greatly affect us. Negative emotions create acidic environments in our bodies that is necessary for all manner of disease causing pathogens to thrive. On the other hand positive emotions or feelings alkalizes our bodies, boosting our immunity and guarding the body accordingly. Negative emotions come when we focus on negative issues like hurting others, hurting ourselves, playing victims e.t.c while good emotions emanate from doing good deeds to others, ourselves, music, parties, functions etc. We can switch between these emotions by simply changing our focus.



# PIC-TORIAL



Balance Score Card training for Kenya Re staff in West Africa

Balance Score Card training for Kenya Re staff in West Africa



Balance Score Card training for Kenya Re staff in West Africa



Kenya Re members of the board Mr. Chiboli Shakaba (left) and Mr. Maina Mukoma follow proceedings of the 19th Kenya Re AGM.



From Right to Left: Kenya Re board members, Mr. Protus Sigei, Mrs. Jennifer Karina, Mrs. Felista Ngatuny, MD Jadhiah Mwarania, Chairman David Kemei, Trainer Dr. Joshua Okumbe, Manager, Human Resource, Mrs. Sally Kang'ethe Trainer Ernest Najoli during a Board HR Committee training at Great Rift Valley Lodge, Naivasha.



Left to Right: Board member, Mr. Felix Okatch joins Claims Manager, Elizabeth Omondi and Corporation Secretary, Charles Kariuki during the investor briefing

International Centre for Education in Islamic Finance (INCEIF) of Malaysia, President and CEO, Daud Vicary (Right) and Shariah Board member, Dr. Mohamed Mohamoud follow proceedings at the Takaful and Retakaful Conference.



The MD Jadhiah Mwarania addresses students of Kibiko Secondary School

Kenya Reinsurance Corporation Limited, Board member, Mr. Felix Okatch, (Right) presenting the Best 2nd nine award to Mr. Mwanzo Moseti (Left) during the Kenya Re golf tournament held at Karen Country Club



Golfers in action during the Kenya Re Golf tournament at the Karen Golf Club.





## BUILDING SELF ESTEEM

By Lilian Kanari

Self-esteem is an emotional evaluation of a person's self-worth. Positive and negative statements such as "I am competent", "I love myself", "I will never pass in my exams" or "She is better than me at swimming, let her participate in the competition", encompass an individual's emotional beliefs. It is shocking to know that many people do not know even know that they suffer from low self-esteem. It could be as a result of childhood psychological trauma, in form of, sexual or verbal abuse from parents, relatives or teachers, bullying from peers or even emotional abuse from a boss or colleague.

Abusive relationships also contribute to low self-regard. The victim is always subjected to the manipulator's commands and allows his or her negative thoughts infiltrate the victim's mind. Persons who suffer from low self-esteem often see the world as hostile and them as the victims, thus missing out on opportunities in life. They also do not believe in themselves and are quick to downplay any compliments offered to them.

Building your self-esteem starts from how you think of yourself, which will change how you feel about yourself. People around you will also change. You must all be familiar with the saying, "Change and the world will change with you".

If you are in the habit of talking negatively about yourself, rephrase your words with some helpful and positive feedback and avoid thinking self-critically. We all face challenges and pressure at work but are you the employee who complains and sees problems in everything? You can try writing a list of two-three things you achieved at the end of the day. Give

yourself a pat on your back for anything well done and encourage yourself that you are able to complete any pending assignments or tackle that difficult problem with enthusiasm. This has been tried and tested and is making many professionals' lives successful. Do not aim for perfection but for effort.

Remind yourself that we all have our unique traits. He may be good in sports, but you are good in accounts. Cheer on others for their success, accept yourself and make the best out every situation.

Know the things you can and cannot change about yourself\_for some it may be losing weight which boosts their mental health and makes them feel worthy. Some physical traits like height cannot be changed, forcing us to appreciate ourselves. Being obsessed about our "flaws" can really bring down our self-esteem and it is no wonder, most women ask their men the nagging question, "Honey, am I fat?" or "Darling, does that woman look fatter than me?" Let us love and accept ourselves because sometimes people do not often notice these things!

Some ladies take pride in buying new clothes and applying new make up just to enhance their outer look, while some men love to purchase a new car, phone or other gadgets so as to boost their confidence. For other people, acquiring new skills is necessary in unmasking their hidden talents.

Lastly, spend time with the people you care about, avoid those who put you down, do the things you love, and focus on what is good. That helps you feel good about yourself, just as you are.



## SAFETY DRIVING TIPS

By Kenwilliams Nyakomita

The rate of road accidents is increasing day by day. Reckless speed and careless driving can take your life any moment. The main question is why is all this important? It is important because it matters with your life, as it is fragile.

It is a well-known fact that the driving experience on Kenyan roads can range from extremely irritating to very traumatic. Driving violations are a common occurrence in Kenya despite the harsh penalties put in place by the government. Breaking signals and over speeding has become common practice. In a recent report it was identified that quite a number of drivers lack the basic driving skill while they possess experience. Under these circumstances, let's go over a few basic rules to keep you and your family safe while travelling.

### Car maintenance and Safety

Keeping your car in good shape is essential to your safety. If a crucial part of the car fails while the car is in motion, the result may be catastrophic. It is important that you send your car in for servicing regularly. Test-drive your car after the servicing session to make sure that everything is in order.

### Safety tips while driving

Before you begin your journey check the tires for wear and tear. Also check the indicator lights, brake lights, headlights, etc. to see if they are working. Check the dashboard to see if any warning lights are lit.

- ❖ Always ensure that there is enough fuel in your car.
- ❖ Before you start your car, make sure your gear stick is set to 'Neutral'.
- ❖ Pay attention to any odors or burning smells in the car, while driving.
- ❖ Always use seat-belts. Kenyans generally prefer to drive without the seat-belt on, but doing this only endangers your life and the lives of your family.

- ❖ While driving, make sure you use indicators each time you make a turn.
  - ❖ If you decide to stop at the side of a road, use the parking lights
  - ❖ Observe lane discipline. Do not alternate between different lanes of a road. And stick to the appropriate lane for your vehicle's speed.
  - ❖ Observe speed limits. These limits are set by the government for your safety.
  - ❖ Always pay attention to road signs. Road signs can tell you about things like potholes, speed breakers, detours, directions and other critical information. It is not uncommon for road signs to be missing, so make sure you pay attention to the road ahead at all times.
  - ❖ Always keep a spare tire in your car. Also ensure you have a first-aid kit and basic tools in your car.
  - ❖ Always brake well in advance. Braking at the last moment is risky because your car may skid or not slow down quick enough.
  - ❖ Be extremely patient while driving on hills or difficult terrain. Do not drive your car on a surface it cannot handle.
  - ❖ Never leave your keys in the car, especially if there are children travelling with you.
  - ❖ Never talk on the phone while driving.
  - ❖ Never leave children unattended in your vehicle.
  - ❖ Concentrate on the road and do not get distracted by cellphones, food, co-passengers, music etc. Also do not let distractions along the route affect your concentration.
- Following these tips should ensure that you and your family always have a safe journey.
- Following these rules will make it safer not only for you but also for your fellow motorists.





## ACT AS THE OWNER?

By Davis M Onsakia

### **What if you owned Kenya Re? Or do you?**

Not some minority stake, but 100% ownership. Would you still come to work late? Would you undermine your fellow colleagues? What would you do differently?

That's the question or rather questions. Would that change your attitude to how you work? Definitely yes, but then why? You don't want to 'steal' from yourself? Right?

These are some of the questions that were posed by the CEO of LinkedIn when the company was being bought by Microsoft. He concluded in his memo to staff by stating: *'Act as the owner, because we're still in charge! I, as your CEO reporting directly to Satya Nadella, CEO of Microsoft and not the Board, and you my employees!'*

Why did he indicate 'Act as the owner' despite the buyout by Microsoft? Definitely Microsoft were the new owners and he was just an employee.

Probably he wanted to arouse some 'patriotic' chord within them. This is still our company and we can drive our agenda, as we had set before these guys came. Can this same approach be employed by Kenyan companies? How can somebody wake you up and sing to you a song that you know you own this monolith of a parastatal? Is it convincing? I don't think so, but then I do hope that if we can be given 'enough' justification of why we do what we do, and how that contributes to the bigger scheme of things, we can roll up our sleeves and make our hands 'dirty', and in the end deliver the bacon home as we deliver services to our stakeholders.

This reminds me of a driver in some staff meeting (in my other life) who asked the CEO he did not at all understand how his work - driving - contributed to the attainment and maintenance of the ISO 9001 certification process. And indeed everybody, agreed

with him, without uttering a word, that surely drivers never contributed anything to the ISO certification process. I remember the CEO explained his contribution (he happened to be his driver!) and the guy was amazed as was everybody else. His face brightened and he was clearly happy. From the day, drivers felt appreciated and recognized that indeed they did contribute to the Corporation attaining and maintaining its ISO certificate. They worked harder, were more professional and you can say 'more patriotic' to the cause of the company.

Sometimes you might not really own any stake in the company - like for the case above, but I believe that if somebody cared enough - more so for staff down the corporate ladder - to explain clearly how their actions and/or inactions contribute to better or worse performance of your company, you might have such an energized workforce and end up wondering where the pent up energy has been all this time. Why I propose to target the low-cadre staff is due to the fact that most of these fellows never sit in strategic or management meetings to appreciate and be explained the rationale of some decisions. And mostly they're the majority. Hence they feel that their 'robotic and repetitive' schedules and work really have no trickle-up effect on the company's profit and loss account. It is assumed that the top guys know why they come to office every day, and if they don't, then you've a dead company standing purely by grace! Grace is not limitless.

We might need to step backwards - all of us, at all levels - and see our ownership stake that we've in the Corporation to be able to change how we see things and how we drive the agenda. If we do things as the owner, probably things can change. Can we? Can I?

You want to, but what if 'your' company is being 'run down'? Since you're the boss, in fact the 'owner', can you fire? How? Or can you stand and state your stand? Will that leave you standing?





# PROTOCOL AND ETIQUETTE WORKSHOP

By Andrew Ongicha

Kenya Re held its first ever protocol and etiquette training for both management and staff on 20<sup>th</sup> June 2017 at both Sarova Stanley hotel. The workshop was officially opened by the Kenya Re, Managing Director, Mr. Jadhah Mwarania. Giving his opening remarks, Mr. Mwarania stated that proper protocol and etiquette training was an integral part of an organization and especially at Kenya Re.

“At Kenya Re we strive to effectively communicate and make first and long lasting good impressions to our clients. We however live in a world with different cultures and ways of doing things. It is therefore important to educate ourselves and have a common understanding of the universal protocols and etiquette ways of conducting yourselves and communicating in order to apply this across all our clientele in our various markets,” Mwarania said.

He further added that networking is very important in the reinsurance business and the Kenya Re management and staff are the most valuable resource and the face of the Corporation therefore having a better grasp of the business protocols is essential to further position Kenya Re as the reinsurer of choice when it comes to customer satisfaction and business etiquette.

The instructor took the team through the various aspects of official protocol and elaborated more on the order of precedence in any organization or Government, the correct seating arrangement when expecting delegates, dignitaries or guests, gifts exchange protocols as well as formal and informal meet and greet. He further expounded on the various Government and state protocols, business attire, how flags are arranged during events and the universal national anthem protocol among others.

Dining etiquette was also a key discussion during the training. The instructor took the team through the rules of etiquette and the placement and use of utensils during a dinner event. That is, how to handle utensils, proper table manners, the dos and don'ts and the continental Europe styles and positions. The dining etiquette session ended with a demonstration from the instructor and two participants from Kenya Re.

The workshop ended with the Managing Director, Mr. Jadhah Mwarania receiving a gift hamper from Nation Media Group; while the instructor, Mr. Muthomi was also presented with a gift. In addition, two staff identified as the most active in participation during the training Mr. Charles Abebe and Mr. Brian Njoka were recognized and awarded with hampers.



Mr. Japheth Muthomi takes staff through the etiquette and protocol training.



A demonstration of dining in a five star restaurant was carried out as well.



## BEAN SAUCE

By Dorry Gangla

My mum always made a great bean sauce. I recall it cooked on a jiko from 5pm gently pampered by the slow heat until it was ready to serve at 7pm. We always ate two servings. One to accompany the rice and the other was a bowl of the sauce eaten with a spoon, just to savour fully the goodness of beans made in paradise. I'm sharing mum's bean sauce recipe, I trust you will enjoy it just as much as we did growing up.

### Ingredients

- 1 kg Beans, boiled soft. (Rose coco is my bean of choice. Your bean of choice will do)
- 2 large onion chopped in rings
- Half the cloves of 1 garlic, crushed
- 3 large tomatoes, finely grated (or blended), no skin
- ½ teaspoon fresh ginger
- 1 knorr Beef Chilli Cube (optional)
- 1-2 glasses of milk as preferred
- Salt to taste
- Water

### Method

- Your beans should be soaked overnight, boiled to a soft finish, and washed after boiling.
- In a large sufuria on high heat (your beans should be up to half the sufuria), throw in your onion, garlic, ginger, salt, tomatoes and chilli cube (is using). Add to this ¼ cup of water, cover and simmer for 5 minutes.
- Add to this your pre-boiled beans, stir with a wooden spoon and then add enough water to cover the beans until at least your sufuria is ¾ full. This may sound like a lot of water, but it's the secret to a great sauce!
- Cover until it begins to boil. Keep stirring with your wooden spoon from time to time as fresh ginger tends to stick to the bottom of the sufuria. You will keep the heat high until the beans are boiling profusely and the sauce begins taking shape by thickening. Keep stirring with your wooden stick. When the level of water has reduced almost to be equal to the beans, lower the heat, cover to simmer, keep stirring.
- Maintain the low heat, continuous stirring, until it's a thick paste with a smooth flow. Add your milk and keep stirring for another 5 minutes. Your sauce is ready to serve.

Add the following twists to give the sauce a different touch each time:

- ❖ Replace the ordinary milk with coconut milk
- ❖ Mum didn't use any cooking oil, I have found that adding 2-3 tablespoons of Ghee is a winner. Add this alongside the milk
- ❖ Chop fresh dhania (stem more than leaf) or green pepper and add to the sauce just before serving

Feel free to use the recipe for any pulses and lentils. Enjoy!



# EMPLOYEE RELATIONS

## Discipline



## EMPLOYEE DISCIPLINE

By Jackson Nganda

Organizations develop general rules of conduct to be observed by all employees, irrespective of the terms under which they are serving, so as to maintain integrity and loyalty to the company as well as uphold their individual dignity. Fundamentally, the employee discipline narrative is strongly enshrined in our current Kenyan Constitution in Chapter Two, section 10, where national values are clearly stated.

It is imperative that every employee should adhere to the set rules of conduct and any such other rules and regulations which may be developed from time to time by the Company. It is deemed that the employees should also conduct themselves in a manner befitting their status as the employees of the Company and should not engage in any activities that are incompatible with the proper discharge of their duties and responsibilities.

Gerry Adams, the leader of Sein Vein party of Northern Ireland, in one of his favorite quotes, he said, "Making peace, I have found, is much harder than making war". This is therefore, means that the consequences and the process of dealing with indiscipline are too tedious, sensitive and emotional than the art of sustaining good discipline. Some of the attributes of employee indiscipline are issuance of warning letters, termination of employment, and placement of an employee into a review programs which is a very emotional process.

Discipline therefore means orderliness as opposed to confusion. Good discipline refers to orderly behavior in accordance with established policies, procedures, rules and regulations of an organization.

Poor discipline refers to the failure by the individuals to observe or comply with the origination's rules and regulations.

In lay man understanding discipline is categorized into two types;

a) Positive discipline. Where positive discipline may also be referred to as self-discipline and is the best discipline. Positive discipline is achieved through creating an organizational atmosphere in which employees are willing to abide by rules and regulations they consider fair, as per the Article 41-1&2 (a, b), of Kenyan Constitution.

The matrix followed by the management to achieve positive discipline includes motivational activities such as praising subordinates for good behavior and conduct, participation and involvement, incentive pay, work life balance programs and open meetings.

b) Negative discipline. This is the one in which management has to exert pressure or hold out threat by imposing penalties on wrong doers.

According to many management philosopher's agree that most of the employees when subjected to punishment they tend to rebel even more and therefore, they objections against enforcing corrective discipline because of the following reasons;

- i) For any punishment to be effective, there must be a continued monitoring or surveillance, which is a wasteful use of high priced managerial time.
- ii) Punishment never really extinguishes or eliminates fully undesirable response tendencies, but only temporally suppresses them to reappear with full force when the threat of punishment is removed.
- iii) Punishment has undesirable side effects. It may cause resentment and hostility towards the punisher with a motive of trying to get the latter through sabotage, output restriction or doing things that may cause the punisher inconveniences. The fear associated with the

punishing agent may lead the punished person to avoid his or her very presence; this in turn, makes it more difficult for managers to play the desired role of coaching, guiding, and counselling.

Human resource professionals agree that management can perfect alternatives to punishment in eliminating undesirable behavior through the following models;

- i) Extinction- Human resource can drive the management to find out what reinforces the undesired behavior, then find a way of dealing with that cause. For example, the unruly subordinate may be getting a praise and recognition from the management and peers.
- ii) Environment engineering or re-engineering- This can be achieved by rearranging features of the environment so that the stimulus situation does not evoke the undesirable response but some other response.
- iii) Reward- An employee with unwelcoming discipline may be put under the counselling/mentorship program.
- iv) Adjustment- Management should allow adjustment, development or maturation to take its course. New or inexperienced employees may make mistakes and do many wrong things as they settle down in their jobs that they will learn to avoid given a reasonable time for adjustment. Punishment may not hasten this process, it causes undue anxiety, and it can actually retard the process of adjustment.

For any organization to realize its objectives, discipline is very vital and a critical propeller which without it, order and maturity is comprised, therefore creating total confusion.





# NIKO FITI DONATION TO CHILDREN'S HOME

By Edwin Kamami



The Niko Fiti - Ability beyond Disability Corporate Social Responsibility initiative by Kenya Re team paid a visit to the St. Mary's Centre for the disabled on Friday 9th June 2017 and made a donation of three months' supply of diapers to the home. The children's home was first established in 2013 to cater for the needs of children living with disabilities from the neighbouring Mukuru slums and is currently

managed by the founder, Ms. Risper Kigen. The home is situated in Mukuru Kwa Njenga and accommodates 15 children between the age of two years and 17 years with varying disabilities such as Cerebral palsy, Spinal tuberculosis, Spina Bifida and Hydrocephalus. This marked the first activity within the 2017 Niko Fiti campaign activities.



# TREE PLANTING – KIBIKO SECONDARY SCHOOL

By Sylvia Karimi

As a Chinese proverb states “The best time to plant a tree was 20 years ago, the next best time is now.” The Corporation has lived to fulfilling this proverb by taking care the environment through tree planting. Kenya Re has over the years partnered with Kibiko Secondary School in Ngong in environmental conservation efforts through tree-planting, follow up and monitoring progress of the same. For the last four years, Kenya Re has planted 6000 trees at Kibiko Secondary School in an effort to ensure afforestation in acquisition and sustainability of the program through piping of water to ensure smooth and consistent growth of tree seedlings.

Through this, the Kenya Re staff led by three members of the Board of directors and Kenya Re Managing Director Mr. Jadhah Mwarania went out to a tree planting exercise at Kibiko Secondary school in Ngong town Kajiado County on 12th May 2017. Kenya Re members of the board, staff and students of Kibiko Secondary school planted 1000 tree seedlings in a bid to achieving the target of 6000 tree seedlings.

While giving his remarks during the exercise, Kenya Re Managing Director Jadhah Mwarania noted that environmental conservation is of paramount importance and gave his commitment towards ensuring sustainability of the tree-planting initiative. He noted that trees are part of our life-line and we need to protect and preserve them. He encouraged the students to take up environmental conservation when they are young so that they may enjoy the long-lasting benefits in the years to come.

Additionally, he hinted at also considering partnering with other schools so that they can benefit from such initiatives as Kibiko Secondary School.

Kenya Re tree planting initiative has been able to realize planting of a total of 6000 trees since inception of the program in 2013. The Corporation continues to be at the forefront in walking the talk in matters environmental conservation which is key in helping improving water quality, lowering the demand for natural resources and most importantly reduce climate change impacts.



(Left) Kenya Reinsurance Corporation Ltd, Managing Director, Mr. Jadhah Mwarania, Board Members, (Second Left), Ms. Zipporah Mogaka, (Centre) Mr. Chiboli Shakaba, (Right) Mr. Felix Okatch planting a tree seedling at Kibiko Secondary school.





# KIBIKO SECONDARY SCHOOL MENTORSHIP

By Jane Nyambeki



Every great achiever is inspired by a great mentor. In this life, everyone has a mentor and if not, one has atleast someone to whom you look up to derive inspiration and motivation to do better in a particular matter. During the Kenya Re tree planting activity held on 16th May 2017, members of the board of directors and staff took some before the start of the tree planting exercise to give some advice and encouragement to students of Kibiko Secondary School in Ngong. The mentorship session took around an hour with members of the board and staff at all cadres of the Corporation sharing their life experiences and how they made it to the positions they hold today at the Corporation. Some of the experiences were very inspirational as they trace from very humble beginnings but through sheer hard work being focused and putting God first they managed to beat all odds to hold the positions they hold today.

Kenya Re MD Jadhah Mwarania reiterated that each of the students has an equal opportunity to excel in

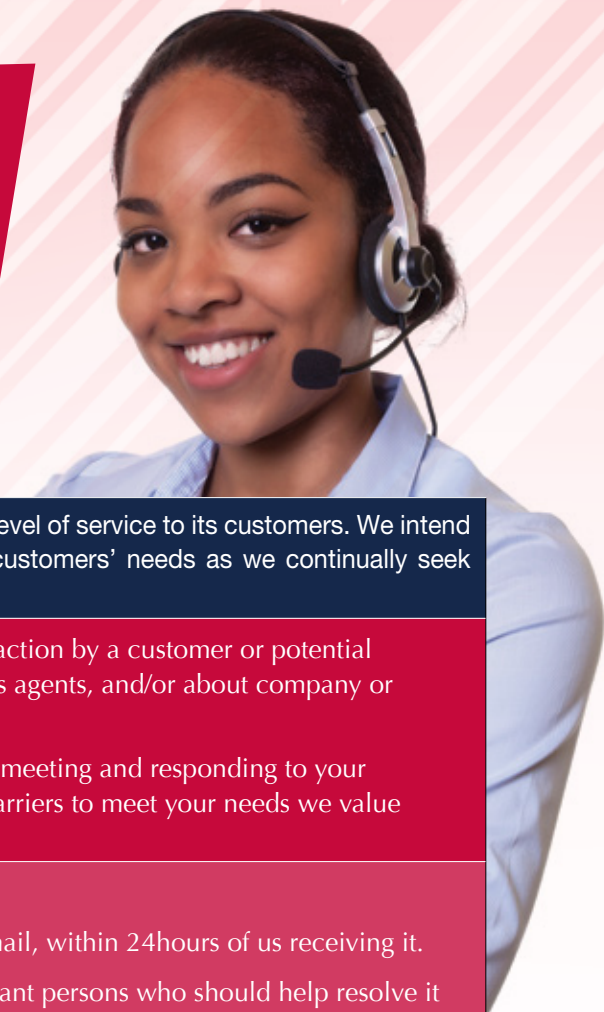
their studies and achieve their life goals. He added that none of the staff has undergone any kind of special treatment to be where they are today but it is through sacrifice, hard work and discipline that they are where they are today. Staff who spoke during the mentorship session encouraged students to dream big and aim for the peak of success.

Kenya Re members of the board of directors present added weight to the pieces of advice given saying that all students are capable of attaining success that they aspire of but were also quick to note that a successful life has its to be anchored on personal discipline and values. They encouraged the students to start shaping their lives while in school.

The session culminated in the Principal, Mr. Mwaura thanking members of the Board, senior management and staff for sharing words of wise counsel with the students since it has more impact to the students when it comes from people working in organizations of great repute as Kenya Re.



## COMPLAINTS HANDLING PROCEDURE



Kenya Re is committed to delivering the highest possible quality and level of service to its customers. We intend to provide services through the best practice and in line with our customers' needs as we continually seek improvements.

<p><b>What is a complaint?</b></p>	<p>A complaint is defined as "any expression of dissatisfaction by a customer or potential customer about service delivery by the company or its agents, and/or about company or industry policy."</p> <p>At Kenya Re, we see complaints as a valuable way of meeting and responding to your expectations. We realize that in breaking down the barriers to meet your needs we value listening to feedback and complaints from you</p>
<p><b>How will we handle your complaint?</b></p>	<p>We will:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Acknowledge your complaint, in writing or via email, within 24hours of us receiving it.</li> <li><input type="checkbox"/> Enquire into your complaint and consult any relevant persons who should help resolve it fairly and within a reasonable timeframe.</li> <li><input type="checkbox"/> Treat you and your information with confidence and respect, in line with our guidelines.</li> <li><input type="checkbox"/> Keep you and any other persons involved informed about the progress of the complaint, how we will try to resolve it and, as is appropriate, what we will do to prevent it from happening again.</li> <li><input type="checkbox"/> Take action to resolve the complaint as best as possible to your satisfaction and, where possible, recommend any changes needed to ensure the cause is fixed.</li> <li><input type="checkbox"/> Let you know in writing the outcome of your complaint and, as is relevant, the reasons behind this outcome.</li> </ul>
<p><b>What should you tell us:</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Your name, address and the best way to contact you.</li> <li><input type="checkbox"/> The details that will help us understand the reason/s for your complaint.</li> <li><input type="checkbox"/> Copies of any documents relevant to your complaint.</li> <li><input type="checkbox"/> If you have already have discussed your complaint with us, the details of those persons in Kenya Re that you dealt with.</li> <li><input type="checkbox"/> What you feel would constitute a satisfactory resolution of your complaint. For example are you seeking information which you feel is being withheld, are you seeking an apology, etc.</li> </ul>
<p><b>You need to know that:</b></p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> You may make a complaint verbally and/or in writing. E.g. email, and/or calling</li> <li><input type="checkbox"/> We may ask for your help in the course of handling your complaint.</li> </ul>

**You can make a complaint to Kenya Reinsurance Corporation by contacting:**  
 Write to : Assistant Communications Officer | Kenya Reinsurance Corporation | PO Box 30271- 00100 | Nairobi, Kenya  
 Call: (+254) 0703083212  
 Email: [complaints@kenyare.co.ke](mailto:complaints@kenyare.co.ke) | [ongicha@kenyare.co.ke](mailto:ongicha@kenyare.co.ke)



## NEW STAFF AT KENYA RE



### **Mr. Martin Mati - Manager Research and Development**

Mr. Martin Mati joins as Manager Research & Development in the Reinsurance Division. Mr. Mati is a holder of a Master of Science degree in Research Methods from Maseno University. He also holds a degree in Bachelor of Science - Applied Statistics from the same university. He is a PhD finalist in Statistics at Kenyatta University. He is a member of the Marketing and Social Research Association, Kenya and Royal Statistical Society, United Kingdom. He has expansive experience in Statistics and Data Analytics and joins the corporation from Kenya Revenue Authority KRA. Before joining KRA he had worked with the Federation of Kenya Employers and Consumer Insight Limited. He has over 10 years working experience in research.



### **Ms. Sodala Ngayako- Senior Underwriter Zambia**

Ms. Sodala Ngayako joins Kenya Reinsurance Corporation as a Senior Underwriter in the Zambia Regional Office. Ms. Sodala Ngayako is a holder of Bachelor's Degree of Arts – Financial Services from Edinburg Napier University (UK). She also holds a Diploma in Insurance from UK (CII). She is a member of the Chartered Insurance Institute (CII), United Kingdom. She has a wealth of experience in the insurance industry from Diamond General Insurance Limited of Zambia and Aon Zambia Limited. She has over 13 years work experience in insurance.



### **Ms. Shivani Shah- Underwriter**

Ms. Shivani Shah Joins Kenya Reinsurance Corporation as an Underwriter. Ms. Shah holds a degree in Bachelor of Science in Mathematics, Statistics and Research from University of Manchester, United Kingdom. Ms. Shivani is currently pursuing an Advanced Diploma in Insurance from the Chartered Insurance Institute (UK). Ms. Shivani has been working with Reinsurance Solutions Kenya Limited as a Broker. Prior to joining Reinsurance Solutions Kenya Limited she worked with East Africa Reinsurance Company Limited. She has 7 years work experience in Insurance.



### **Mr. Amani Omuroka – Underwriter**

Mr. Amani Omuroka joins Kenya Reinsurance Corporation as an Underwriter. Mr. Omuroka holds a Bachelor of Commerce Degree – Actuarial Science option from Kenyatta University. He also holds a Diploma in Insurance (CII) from United Kingdom and an Associate Diploma in Insurance (AIK). He is also a member of Chartered Insurance Institute (CII) and a member of Insurance Institute of Kenya (IIK). Mr. Omukora has been working with CIC General Insurance Limited, Jubilee Insurance Kenya Limited, APA Insurance and with Heritage Insurance. He has 5 years work experience in insurance.

## NEW STAFF AT KENYA RE



### **Mr. Benson Nderitu- Underwriter**

Mr. Benson Nderitu joins Kenya Reinsurance Corporation as an Underwriter. Mr. Nderitu holds a Master degree of Business Administration- Strategic Management from Nairobi University and Bachelor of Arts Degree from the same University. He has a Diploma from College of Insurance, a Fellowship member of the Kenya Insurance Institute (F.I.I.K.). Mr. Nderitu has been working with CIC General Insurance Limited as a Senior Underwriter. Before joining CIC General Insurance Limited, APA Insurance Company Limited, UAP Life Assurance Company Limited and Consumer Insight. He has over 6 years experience in Insurance.



### **Ms. Lina Nyaga – Underwriter**

Ms. Lina Nyaga joins Kenya Reinsurance Corporation as an Underwriter. Ms. Nyaga holds a Master of Science in Strategic Management from Kenyatta University. She also has a Bachelor of Art degree- Communication and Sociology from Nairobi University and a Diploma in Insurance (AIK). Prior to joining Kenya Re she worked with Takaful Insurance of Africa as a Business Development and Underwriting Officer. Before joining Takaful Insurance of Africa she worked with GA Insurance Company Limited and Jubilee Insurance Company. She has 6 years experience in Insurance.



### **Mr. Samuel Gichuru – Claims Officer**

Mr. Samuel Gichuru joins Kenya Reinsurance Corporation as a Claims Officer. Mr. Gichuru holds a Bachelor degree of Business and Information Technology from Mt. Kenya University. He also holds a Diploma in Insurance-London (CII). Mr. Gichuru has been working with APA Insurance Limited as Team Leader in Reinsurance Division. Prior to joining APA Insurance Limited he worked with Mercantile Insurance Company Limited as an Underwriting Officer. He has also worked with Aristocrats Insurance Brokers (K) Limited and Vefis Insurance Brokers (K) Limited. He has over 11 years experience in insurance.



### **Mr. Joel Irungu- Claims Officer**

Mr. Joel Irungu joins Kenya Reinsurance Corporation as a Claims Officer. Mr. Irungu holds a Bachelor of Science degree in Actuarial Science from Nairobi University and a Postgraduate Diploma in Actuarial Science from the same University. Mr. Irungu has been working with First Reinsurance Brokers as Reinsurance Officer. He has 4 years experience in Insurance.



# African Wisdom...

None is richer than the one who has peace of mind | Kenyan Proverb |

## Global Strength

For more than forty years, Kenya Re has relied on the wisdom of its African roots to provide the strength that reinsures insurance companies across the globe. Today, our new future begins with a pledge of our promise to continue growing our knowledge and our expertise so that we can get even better at making the world a more secure place. By reinsuring insurance companies across the globe.



**KENYA RE**  
STRENGTH & WISDOM BEYOND BORDERS